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AUTHOR Castaneda, Gloria G.; And Others
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ABSTRACT

Studies of the effects of parental occupation on offspring's vocational aspiration or choice have shown that family variables contribute to the development of occupational personality types. To investigate the congruence between parent and offspring Holland occupational personality type codes, and to assess the variations of this congruence across three ethnic groups, 51 Black, 57 White, and 48 Mexican American college students completed a questionnaire about themselves and their parents. Parental occupation and offspring major were coded according to one of Holland's six personality types, i.e., realistic, investigative, artistic, social, enterprising, or conventional. An analysis of the results showed that no statistically significant differences existed across the three groups with respect to parent and offspring Holland codes. If these findings can be replicated in larger samples using more powerful measures of Holland type, then it may be possible to conclude that the developmental principles which create a vocational personality in childhood may proceed without regard to ethnic identification (at least for the three ethnic groups sampled in the present investigation). (BL)

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Holland's Types:
A Cross-Cultural Comparison
of Parents and Offspring

Gloria G. Castaneda

Jesse C. Ingram

Jane L. Winer

Texas Tech University

Southwestern Psychological Association

New Orleans, Louisiana

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Running head: Holland's Types

Abstract

The objectives of this study were to analyze the similarity between parent and offspring Holland codes and to assess the variation of this similarity across three ethnic groups, Blacks, Whites, and Mexican-Americans. No statistically significant differences were found across the three groups with respect to parent and offspring Holland codes. Possible directions for future research are discussed.

Holland's Types: A Cross-Cultural Comparison of Parents and Offspring

Studies of the effects of parental occupation on offspring's vocational aspiration or choice have shown that family variables contribute to the development of occupational personality types (Dix, 1979). Holland codes are often used to assess the contribution of family variables. The Holland codes categorize six personality types: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional (Holland, 1966). An important question can be asked - do differentiation or similarity between parent's and offspring's Holland types offer insight into the effect of environmental factors upon development of vocational choice? Holland (1962) found that the high point code of a man and that of his father were significantly related. He also found that the development of vocational orientation is related to parental qualities such as authoritarianism or equalitarianism. Dewinne, Overton, and Schneider (1978) found that the relationship between the vocational personality types of parents and offspring is stronger for fathers than for mothers.

The samples reported in these investigations appear to have been predominantly white. Barclay, Stillwell,

and Barclay (1972) examined the effects of paternal occupation on social interaction, vocational awareness, self-report, and teacher expectations of 1386 elementary school children. Barclay et al.'s analysis did not take into consideration racial differences, although approximately one-third of the sample was White, one-third Black, and one-third Mexican-American. Cooper (1976) studied Black and White subjects and their respective Holland codes. Cooper found that the socioeconomic status of an individual was a more important factor than race when vocational choice was at stake. Thus another important question is - do SES and racial membership affect parental/offspring vocational development in terms of Holland types?

The present study focuses on differences across three ethnic groups, Black, White, and Mexican-American. The objectives of this study were to investigate the congruence between parent and offspring Holland codes and to assess the variation of this congruence across the three ethnic groups. Speculation is presented as to the contributing variables to the outcome.

Procedure

The subjects were 156 volunteers, 51 Blacks, 57 Whites, and 48 Mexican-Americans. Full-time college

students filled out a demographic questionnaire with information about themselves and their parents. One-letter (high point) Holland codes were obtained by transforming parental occupation and offspring declared major into one of the six personality types. Transformation for parental occupations was accomplished using the Dictionary of Holland Occupational Codes (Gottfredson, Holland, & Ogawa, 1983). Military occupations (N=7) were transformed using data from the Strong-Campbell Interest Inventory (Strong, Campbell, & Hansen, 1981); college professors (N=4), physicians (N=2), and small business owners (N=8) were classified according to the Self-Directed Search Occupations Finder (1972). Student majors were transformed according to a classification scheme by Holland (1966). Socio-economic status (SES) information was indexed from the Otis-Dudley-Duncan Social and Economic measuring system for SES (Duncan, 1961).

Results

Holland codes for both groups were tested for degree of congruence using a simple index of agreement for any two codes employing the hexagonal model (Holland, 1979). The scoring procedure entails comparing the first letter codes for parental occupation

and student major. Table 1 presents percentages on four degrees of congruence: exact, adjacent, intermediate, and opposite, for each of the three ethnic groups. Table 2 presents the means and standard deviations of parent-offspring congruence using a 4-point scale. An ANOVA was peformed to test for differences across the three ethnic groups. Table 3 presents the ANOVA summary table. No statistically significant differences were found F (2, 153) = 1.02, $p > .20$). Table 4 presents means and standard deviations for SES data. Statistically significant differences were found between Blacks (M = 50.12) and Mexican-Americans (M = 40.95), t = 2.11, $p < .05$, and between Mexican-Americans and Whites (M = 55.92), t = 3.27, $p < .01$. No statistically significant differences were found between Blacks and Whites, t = 1.32, p. < 05.

Discussion

The results of this study indicate no statistically significant differences across three ethnic groups with respect to offspring and parent Holland codes. Interpretation of the results warrant several considerations.

As is always the case when one accepts the null, alternative explanations for no differences include

small sample size (in this case, 156) and measures which are insufficiently sensitive (in this case, a four point scale of congruence).

In interpreting the results we have attempted to deal with these problems generally by using a liberal alpha level, .20, which would produce a powerful test of the hypothesis. Had any meaningful conceptual differences existed, they would likely have been revealed using a .20 criterion.

Assuming that we have reasonable measures, it would appear that there is no difference in parent-offspring congruence between Blacks, Whites, and Mexican-Americans. The SES data support the hypothesis that differing populations are somewhat similar with respect to vocational development. Should such results be replicated in larger sampled using more powerful measures of Holland type, then it may be possible to conclude that the development of the vocational personality in childhood proceeds similarly without regard to ethnic identification at least for the three ethnic groups samples in the present investigation. Although the specific Holland type outcomes may differ across ethnic groups, the developmental principals which create the personality are seemingly universal.

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Table 1

Parent/Offspring of Congruence

	EXACT	ADJACENT	INTERMEDIATE	OPPOSITE
Black	20%	33%	29%	18%
White	7%	46%	12%	35%
Mexican-American	6%	38%	35%	21%

Table 2

Means and Standard Deviations of Parent/Offspring Congruence

	Black	White	Mexican-American
	N = 51	N = 57	N = 48
M.	2.55	2.25	2.29
S.D.	1.01	1.03	.875

Table 3

ANOVA Summary Table

SOURCE	SS	df	ms	F	p
Total	148	155	---	---	---
Between groups	2	2	1	1.05	n.s.
Within groups	146	153	.954	---	---

Table 4

Means and Standard Deviations for Socio-economic Status

	Black	White	Mexican-American
	N = 51	N = 57	N = 48
M.	50.12	55.92	40.95
S.D.	21.09	24.29	22.10